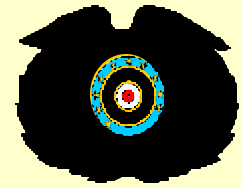




LTC Michael R. Chambers
Quartermaster Branch Chief
31 March 2001



Agenda



- ORGANIZATION
- MISSION
- OFFICER MANNING ISSUES
- OPD ISSUES
- WHAT IS IMPORTANT TO ME-CONCLUSION



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QM Branch (PERSCOM)



Director OPMD
BG Anderson



Chief CSSD
COL Angevine



Chief QM Branch
LTC Chambers

*



QM SCHOOL



LTC Assignments
LTC Hansen



MAJ Assignments
MAJ Martin



CPT (BQ) Assignments
MAJ McKinney



**CPT (NBQ)/LT
Assignments**
CPT Nehring



Field Grade Technician
Ms. Monique Virgil

Future Readiness Officer
CPT Mike Sloane

Company Grade Technician
Ms. Frances Davis

* Coordinates directly with QM Center and School

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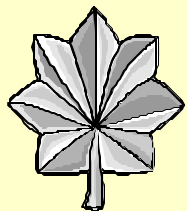
Mission



**TO HELP MANAGE
QUARTERMASTER
OFFICERS' CAREERS BY
ASSIGNING OFFICERS
WITH THE RIGHT SKILLS
TO THE RIGHT JOB AT THE
RIGHT TIME.**



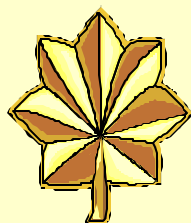
Who Do We Serve?



LTCs
12%

324

MAJs
23%

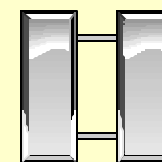


608

**QM BRANCH
MANAGED
STRENGTH**
2,634

BQ CPTs
12%

NBQ CPTs
23%



360/611



LTs (1st/2nd)
30%

785



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LAW



- ✓ **DOPMA: DEFENSE OFFICER PERSONNEL MANAGEMENT ACT, EFFECTIVE 15 SEPT 1981 (STRUCTURE)**
- ✓ **TITLE VII: 2000 MANDATED SEATS (AC/RC)***
- ✓ **TITLE X: GOLDWATER-NICHOLS (JOINT)***
- ✓ **TITLE XI: 3000 MANDATED SEATS (AC/RC)***
- ✓ **TITLE XII: DEFENSE ACQUISITION WORKFORCE IMPROVEMENT ACT (ARMY ACQUISITION CORPS)**

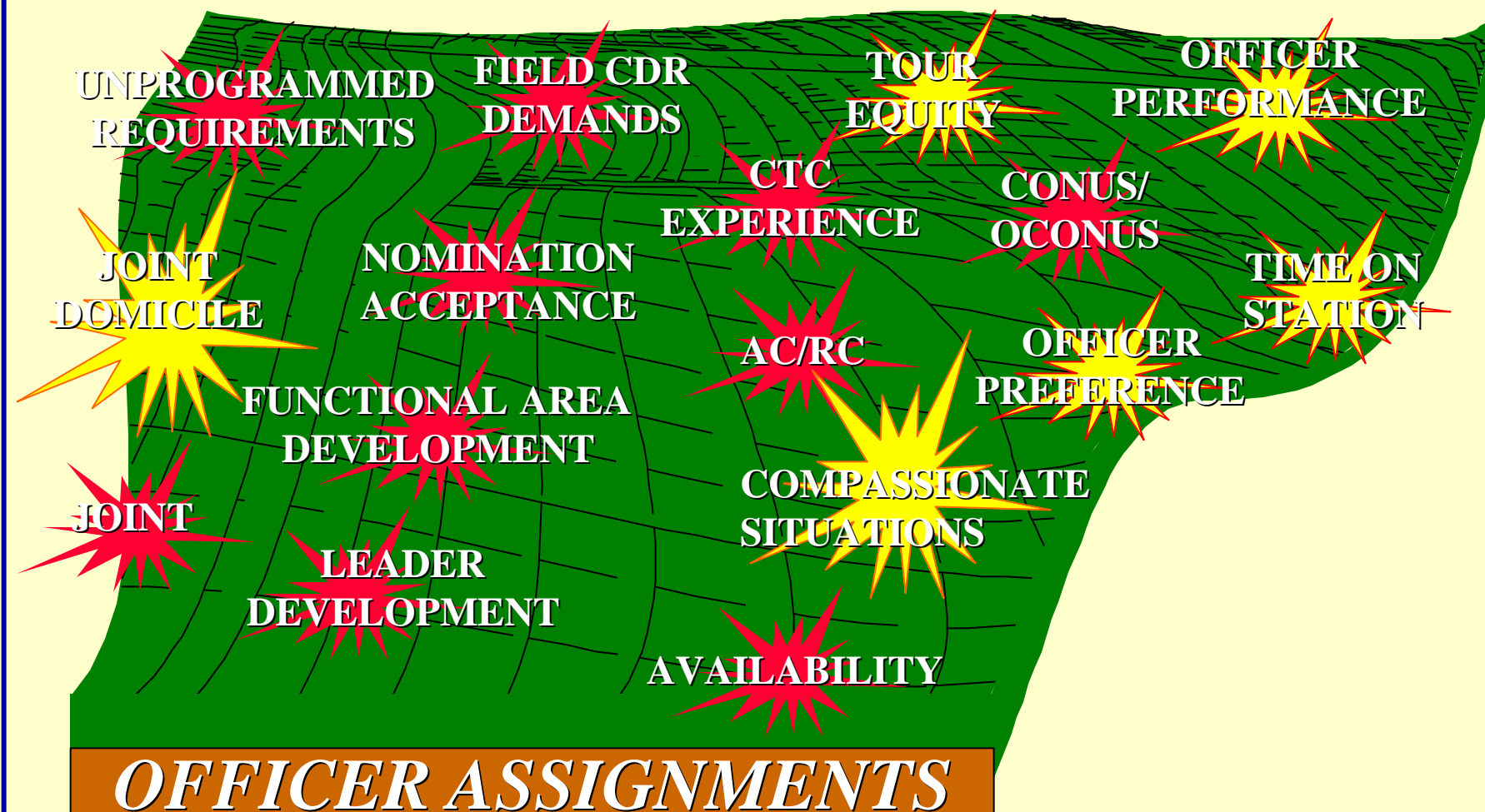
***MUST FILL!**



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COMPETING DEMANDS





HOW WE DO IT?



1. **ASSIGN THE RIGHT OFFICER,
WITH THE RIGHT SKILLS,
TO THE RIGHT JOB,
AT THE RIGHT TIME.**
2. **MANAGE THE OFFICER CORPS:
FOR THE NATION,
FOR THE COMMANDER,
FOR THE SOLDIER & FAMILY**
3. **EXECUTE DA PAM 600-3**

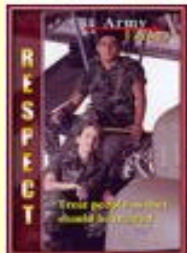
PROFESSIONAL
DEVELOPMENT

LAW

POLICY

COMBAT
READINESS

QUALITY OF
LIFE



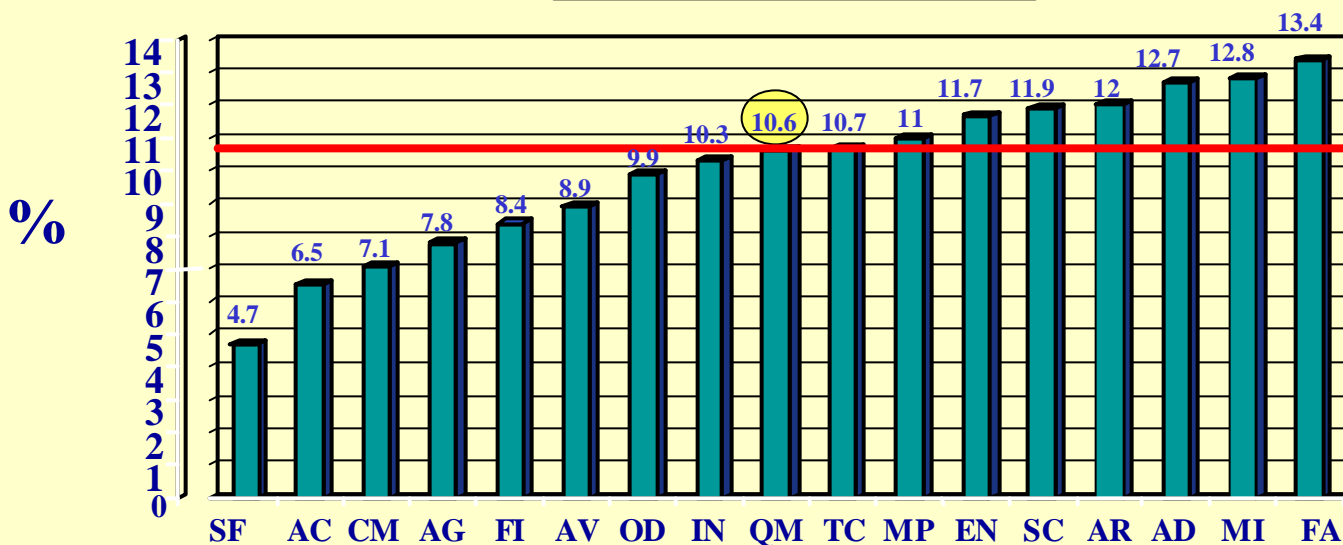
Sustainer of Soldiers Since 1776



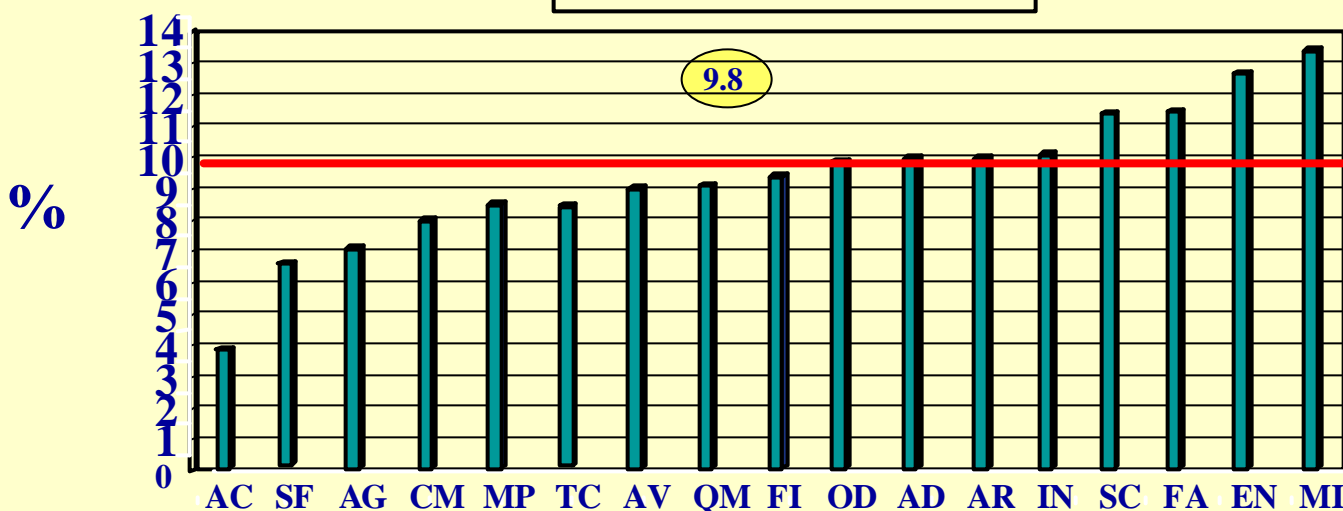
ARMY ATTRITION



FY99 Army Attrition



FY98 Army Attrition

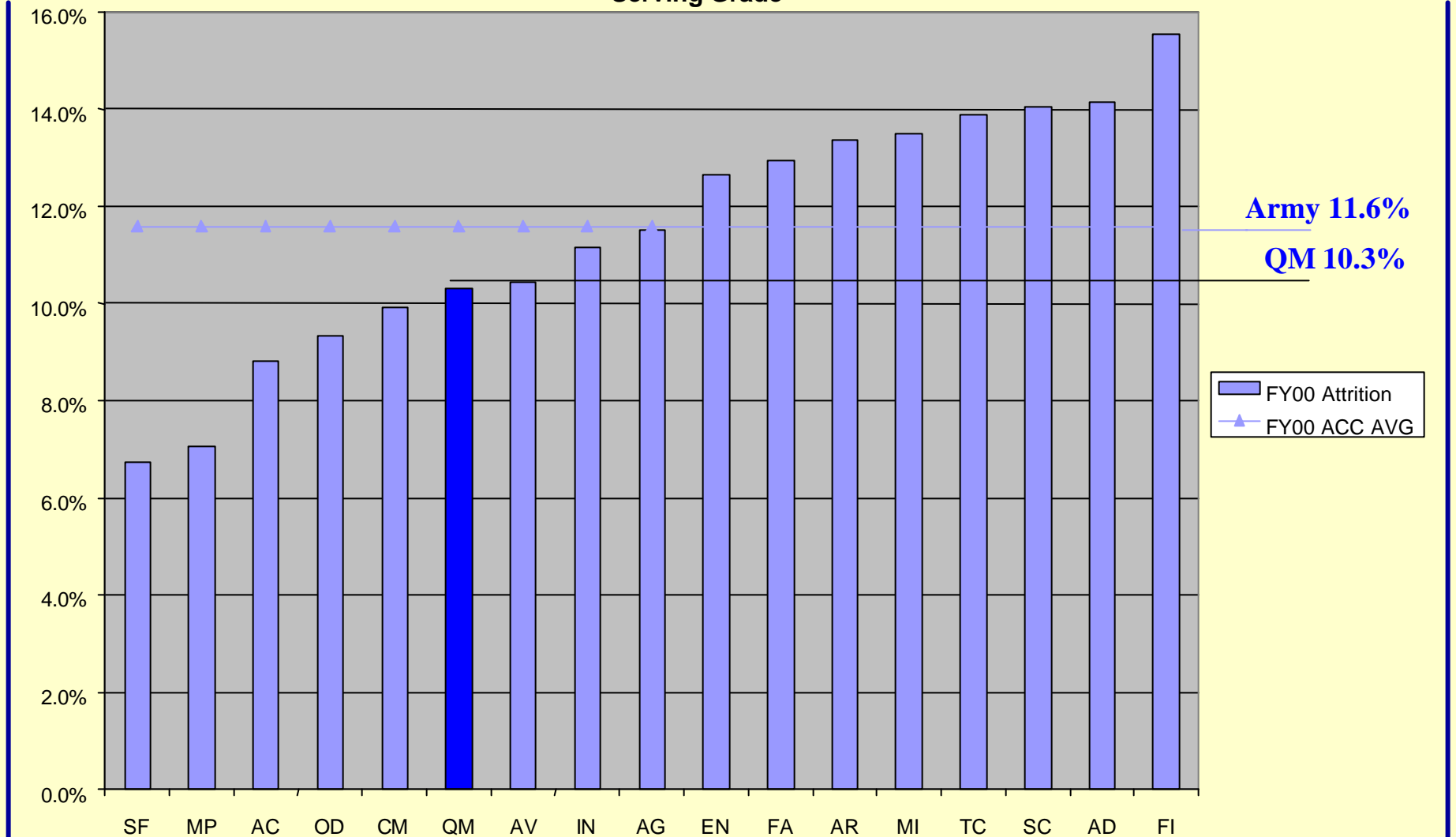


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FY00 CPT Attrition

Prior to Majors Board (3-11 YOS)
Serving Grade



Sustainer of Soldiers Since 1776



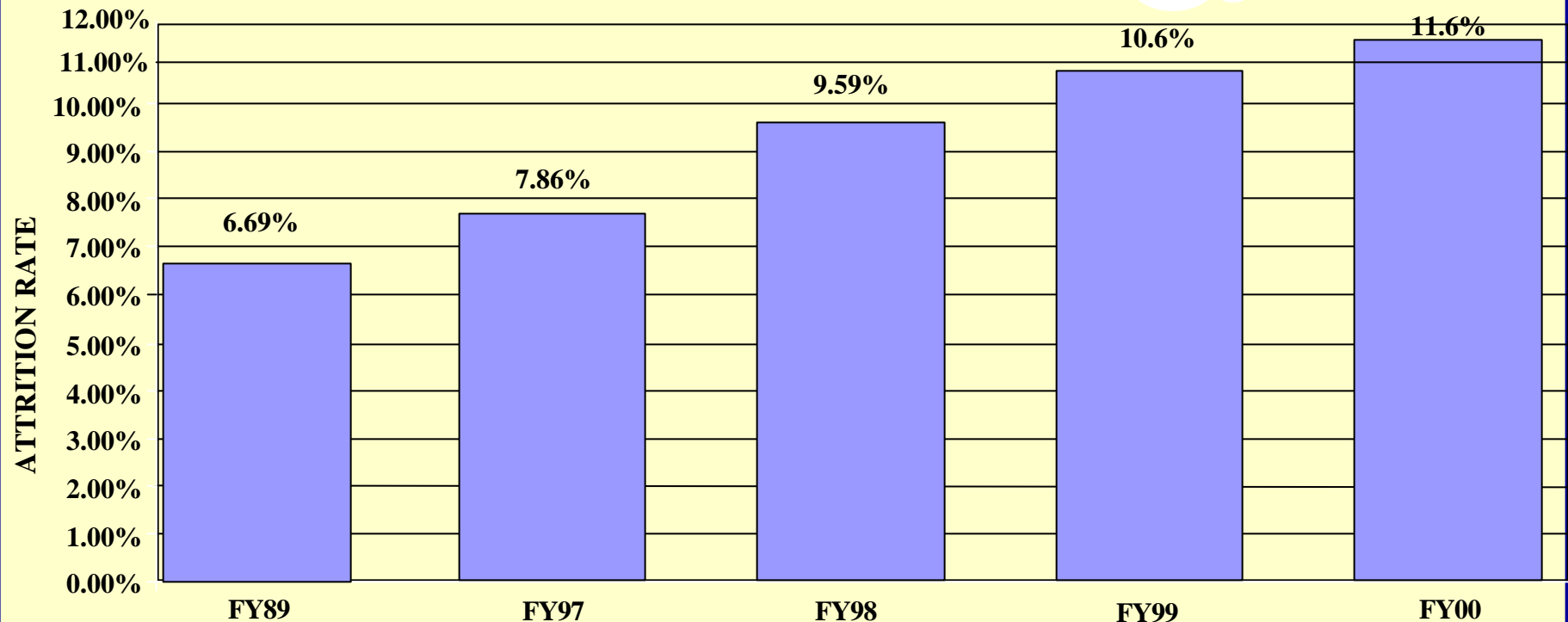
CAPTAIN ATTRITION



Increased Voluntary Attrition at Captain

(PRIOR TO MAJOR BOARD)

INCREASE OF 3%
REPRESENTS 440 LOST
CAPTAINS/YEAR



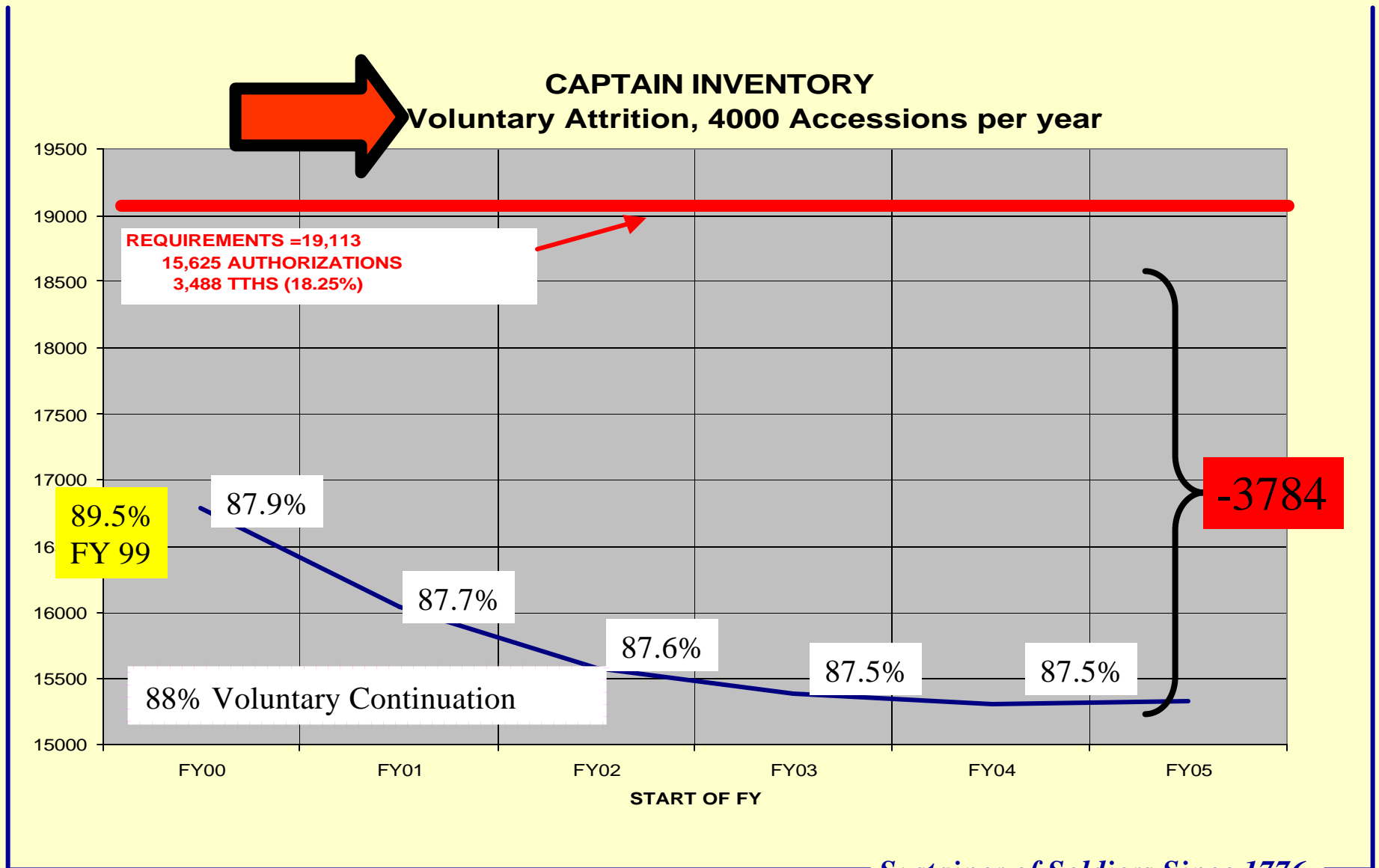
Impact

- Can fill only 84% of all Army CC CPT requirements
- Can fill 56% of BQ requirements

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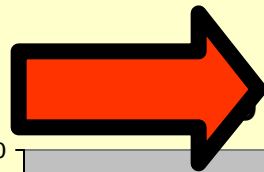
5 YEAR OUTLOOK with Current Retention Trend



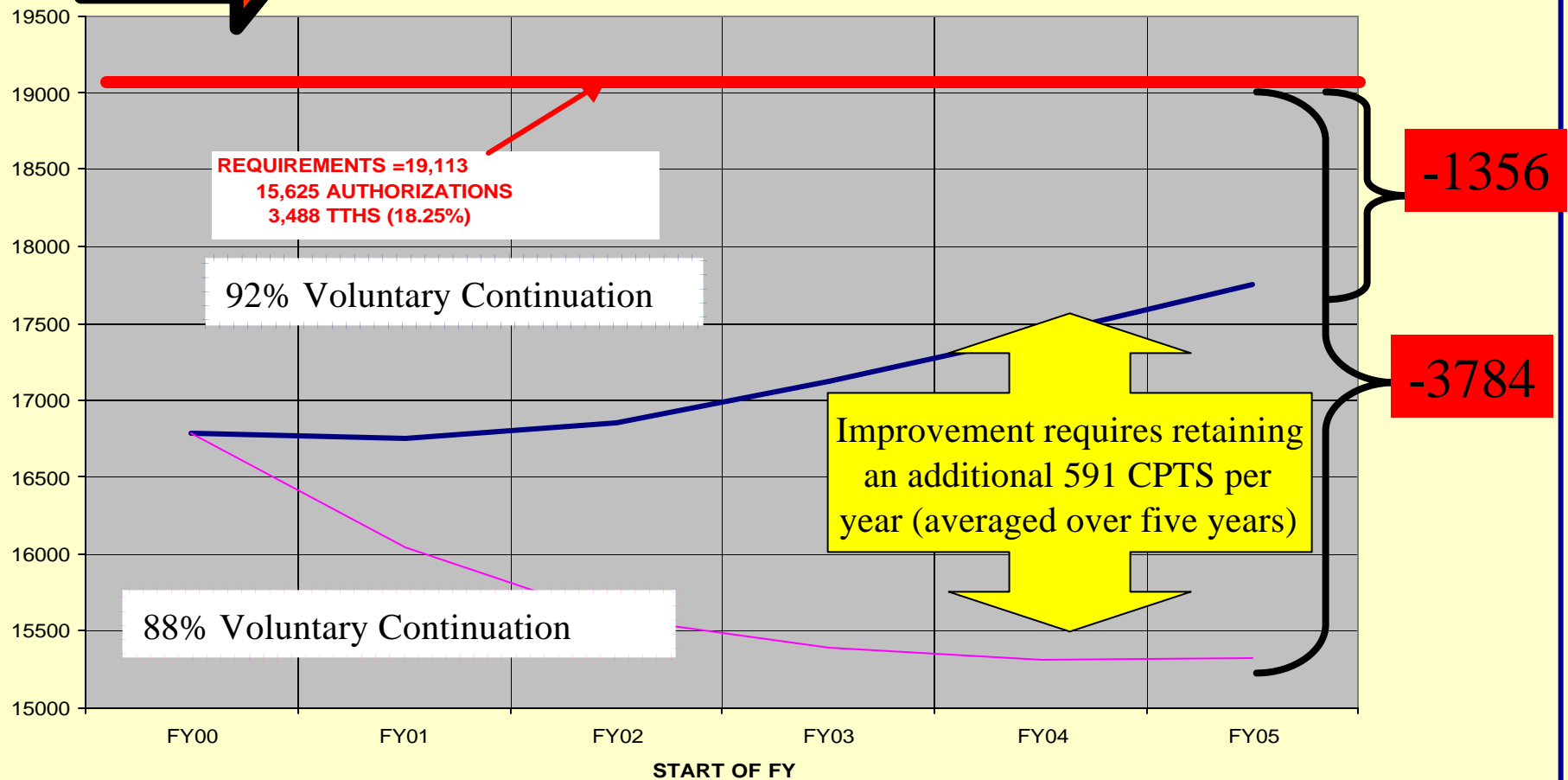
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5 YEAR OUTLOOK with Significant Improvement



CAPTAIN INVENTORY Voluntary Attrition vs. Pre-Drawdown with 4000 Accessions



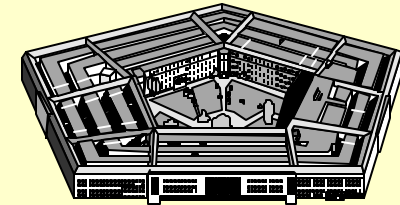
Sustainer of Soldiers Since 1776



WHAT IS THE DCSPER DOING TO HELP?



- Initiated the following in FY98/99:
 1. Early pin-on to:
 - 1LT in 18 months
 - CPT in approx. 42 months (effective FY00)
 2. Established CPT promotion rates at fully-qualified (98% select rate vs. best-qualified 90%).
 3. Voluntary recall of 200 captains to active duty
- Currently studying ways to:
 1. Reduce BQ CPT demand
 2. Reduce premature departures (ADSO waivers)
 3. Increase selective continuation (SELCON)





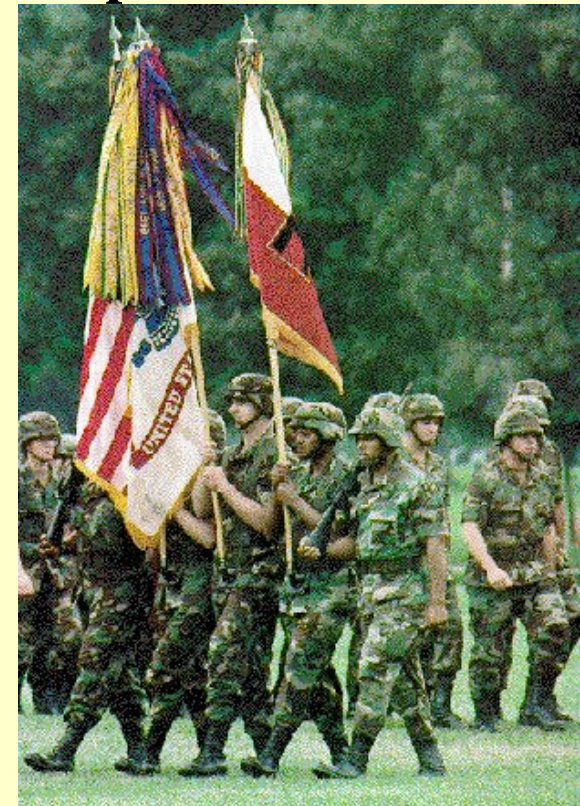
WHAT CAN COMMANDERS DO?



- Allow promotable lieutenants and junior captains to go to the Captains Career Course as soon as eligible.
- Maintain open dialog with officer and branch representatives
- Mentor your junior officers on Army career opportunities
- Work with us to keep officers and families on the Army team!

★ Know this: Captain Education

Requirements: 10 USC 12205 -- “No person may be appointed to a grade above the grade of first lieutenant in the Army Reserve ... unless that person has been awarded a baccalaureate degree by a qualifying educational institution.”





OER TRENDS

67-9



	ACOM	COM	BCOM-R	BCOM-DNR	Not Eval	Total	% ACOM
BG	205	283	0	0	19	507	42.0
COL	3969	6928	18	11	205	11131	36.3
LTC	10491	17101	60	26	388	28066	37.9
MAJ	15851	26419	100	58	408	42836	37.4
CPT	24291	44148	266	227	622	69554	35.2
1LT	14055	26080	231	176	148	40690	34.7
2LT	2642	8996	106	100	19	11863	22.3
CW4	1608	3176	5	1	66	4856	33.6
CW3	3475	6653	17	12	91	10248	34.2
CW2	6170	11432	74	63	128	17867	34.8
WO1	764	2275	5	17	7	3068	25.0
TOTAL	83521	153491	882	691	2101	240686	35.0

“Vast Majority of OERs arriving at DA are Center of Mass”



SUCCESS RATES with COM for promotion



- **CPT Board Recessed 17 Mar 00:**

- Avg 2.3 per file/selected 3043 w/67-9
- 87.7% had at least one COM
- 1% no new OER
- 1784 had two or more COM

- **MAJ Board Recessed 15 May 00:**

- Avg 2.4 per file/selected 1650 w/67-9
- 66% had at least one COM
- 3.9% no new OER
- 466 had two or more COM

- **LTC Board Recessed 24 Mar 00:**

- Avg. 2.1 per file/selected 1273 w/67-9
- 63% had at least one COM
- 1.1% no new OER
- 329 had two or more COM

1891 officers in PZ

BQ Position - 41% Selects had at least one COM

9 selects had 4 COM

1 select had 5 COM

0

1596 officers in PZ

BQ Position - 53% Selects had at least one COM

14 selects had 4 COM

2 selects had 5 COM



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SELECTION BOARD FEEDBACK

Warrant Officer



- **CW3 Tech Selects**

- Avg 2.8 per file/selected 376 w/67-9
- PZ select 78.2%
- 86% had at least one COM
- 184 Selects had two or more COM

51 Selects had 3 COM
7 Selects had 4 COM
2 Selects had 5 COM

- **CW4 Tech Selects**

- Avg 2.8 per file/selected 155 w/67-9
- PZ select 80.3%
- 88% had at least one COM
- 76 Selects had two or more COM

15 Selects had 3 COM
3 Selects had 4 COM



SELECTION BOARD FEEDBACK

Aviation Warrant Officer



- **CW3 Avn Selects**

- Avg 2.5 per file/selected 421 w/67-9
- PZ select 83.5%
- 87% had at least one COM
- 222 Selects had two or more COM

53 Selects had 3 COM
6 Selects had 4 COM

0

- **CW4 Avn Selects**

- Avg 2.7 per file/selected 89 w/67-9
- PZ select 83.9%
- 78% had at least one COM
- 31 Selects had two or more COM

3 Selects had 3 COM



SELECTION BOARD FEEDBACK

CW5



- **CW5 Tech Selects**

- Avg 3 per file/selected 30 w/67-9
- PZ select 53.4%
- 90% had at least one COM
- 13 Selects had two or more COM

4 Selects had 3 COM

0

- **CW5 Avn Selects**

- Avg 2.6 per file/selected 35 w/67-9
- PZ select 59%
- 89% had at least one COM
- 12 Selects had two or more COM

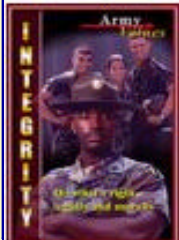
2 Selects had 3 COM



IMPACT OF COM OER



- ★ **COM file is different from COM report. Many ACOM officers have COM reports; however, having all COM reports places an officer at risk.**
- **Most officers have received at least one COM (over 85% of CPTs, 79% of MAJs, 79% of LTCs). These figures continue to rise.**
- ★ **A COM OER, by itself, is not a killer. All boards select officers with at least one COM report; over 8,000 selected so far (many of those had multiple COMs).**
- **Most successful officers will have a mix of ACOM and COM OERs but some ACOMs in key jobs (BQ) are a must. Spikes in a file are essential.**
- **Board results indicate officers with a mix of ACOMs and COMs are competitive to LTC.**
- **Enthusiastic, but not over exaggerated, narrative often differentiates among COM reports.**





OER UPDATE

Small Population/Small Profile



Selection Board Instructions:

- (1) Check Box in VIIa - same grade in population (3 OR LESS = *Small Population*)
- (2) Check DA label: "Total Ratings"&"Ratings this Officer"
(5 or less = *Small Profile*)
- (3) Focus on "Narrative"- VIIc
- (4) ****Remember:** Norm will be "Center of Mass"

PART VII - SENIOR RATER	
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE	
<input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE (Explain below)	
I currently senior rate <u>1</u> officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in C)	
c. NARRATIVE COMMENTS ON OFFICER'S PERFORMANCE / POTENTIAL	
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED	CW3 Buck is the most outstanding warrant officer I have ever served with. He has earned the respect and trust of every commander in the brigade. Particularly noteworthy was his contribution to the warfighting ability of the battalion and brigade by keeping the M2 Bradley Fighting Vehicles operationally ready. His fellow technicians acknowledge him as the best technician in the division. As a soldier and leader first, and maintains those skills at a level that is above and beyond. CW3 Buck has the ability to meet any challenge. Promote below the zone to CW4. A future CW5.
CENTER OF MASS	d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORIES, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.
RO: CW3 BUCK, GEORGE 999999999	DIV Maintenance Officer, TRADOC Instructor, CMC Doctrine writer
SR: LTC SMITH 666666666	
DATE: 98 07 18	
TOTAL RATINGS: 1	
RATINGS THIS OFFICER: 1	



Label Never Shows Down-Turn in Performance



PART VII - SENIOR RATER	
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE	
<input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)	
I currently senior rate <u>1</u> officer(s) in this grade	
A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL	
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED	CW3 Buck is the most outstanding warrant officer I have ever served with. He has earned the respect and trust of every commander in the brigade. Particularly noteworthy was his contribution to the warfighting ability of the battalion and brigade by keeping the M2 Bradley Fighting Vehicles operationally ready. His fellow technicians acknowledge him as the best technician in the division. He is a soldier and leader first, and maintains those skills at a level that equals his technical acumen. CW3 Buck has the ability to meet any challenge. Promote below the zone to CW4. A future CW5.
ABOVE CENTER OF MASS	
RO: CW3 BUCK, GEORGE 999999999	
SR: LTC SMITH 666666666	
DATE: 98 07 18	
TOTAL RATINGS: 1	
RATINGS THIS OFFICER : 1	
d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.	
DIV Maintenance Officer, TRADOC Instructor, CASCOM Doctrine writer	

Small Population
example - 1 of 1
e.g. Aide/ Maintenance
Warrant

PART VII - SENIOR RATER	
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE	
<input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)	
I currently senior rate <u>1</u> officer(s) in this grade	
A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL	
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED	CW3 Buck is the most outstanding warrant officer I have ever served with. He has earned the respect and trust of every commander in the brigade. Particularly noteworthy was his contribution to the warfighting ability of the battalion and brigade by keeping the M2 Bradley Fighting Vehicles operationally ready. His fellow technicians acknowledge him as the best technician in the division. He is a soldier and leader first, and maintains those skills at a level that equals his technical acumen. CW3 Buck has the ability to meet any challenge. Promote below the zone to CW4. A future CW5.
CENTER OF MASS	
RO: CW3 BUCK, GEORGE 999999999	
SR: LTC SMITH 666666666	
DATE: 98 07 18	
TOTAL RATINGS: 2	
RATINGS THIS OFFICER : 2	
d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.	
DIV Maintenance Officer, TRADOC Instructor, CASCOM Doctrine writer	

Event Driven
Example -
Board/Numbers
Problem

Use Narrative

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OER FACTS - CSC



(FY00 Board Results)

QM Branch had 99 officers selected

- 7 had one company command OER:
 - 5 - TB COM or ACOM;
 - 2 - COM (67-8) report followed by two ACOMs since command
- 84 had two company command OERs:
 - 75 - TB COM on both reports;
 - 9 - COM on first OER; and either TB COM or ACOM on second OER.
- 28 had three company command OERs:
 - 16 - TB COM for all three OERs;
 - 11 - 2 COM OERs and a TB COM OER;
 - 1 - 2 TB COM OERs and was unrated for the third OER.

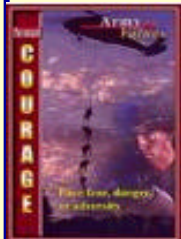


CSC TRENDS



In light of the statistics from the board, the following is apparent:

- ★ Company command OERs will continue to play a tremendously critical role in CSC board selections.
- Approximately 85 percent of company commanders received top block center of mass (67-8) or above center of mass reports (67-9).
- ★ Officers with straight center of mass files and with center of mass company command OERs, without strong narratives, were not as competitive for selection to resident CSC.
- The strength of narratives continues to play a very critical role in distinguishing between officer's files.





OER FACTS - SSC



(FY00 Board Results)

QM Branch had 14 officers selected and 1 revalidated:

- 11 had at least two TB COM or ACOM command OERs;
- 2 had one 9 month ACOM command OER;
- 2 had two COM command OERs



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DEGREE COMPLETION PROGRAM



★ **Title 10, United States Code, Section 12205 (dtd Oct 95) requires officers to have a bachelor's degree before promotion to captain.**

- Originally for Reserve Component officers. Now applies to all active duty officers with Reserve Appointments.
- Greatest impact on YG97,98,99.
- OCS requirement has changed from 60 semester hours to 90, beginning with the Mar 99 board. Intent is to ensure OCS graduates complete degree prior to promotion to captain.
- Sec. Army granted temporary waiver for officers commissioned through OCS prior to 17 Oct 98. Waiver is case-by-case and no more than two years.
- Officers eligible for waiver will not be promoted until waiver is granted by Assistant Secretary of the Army, Manpower and Reserve Affairs.



KEY EVENTS

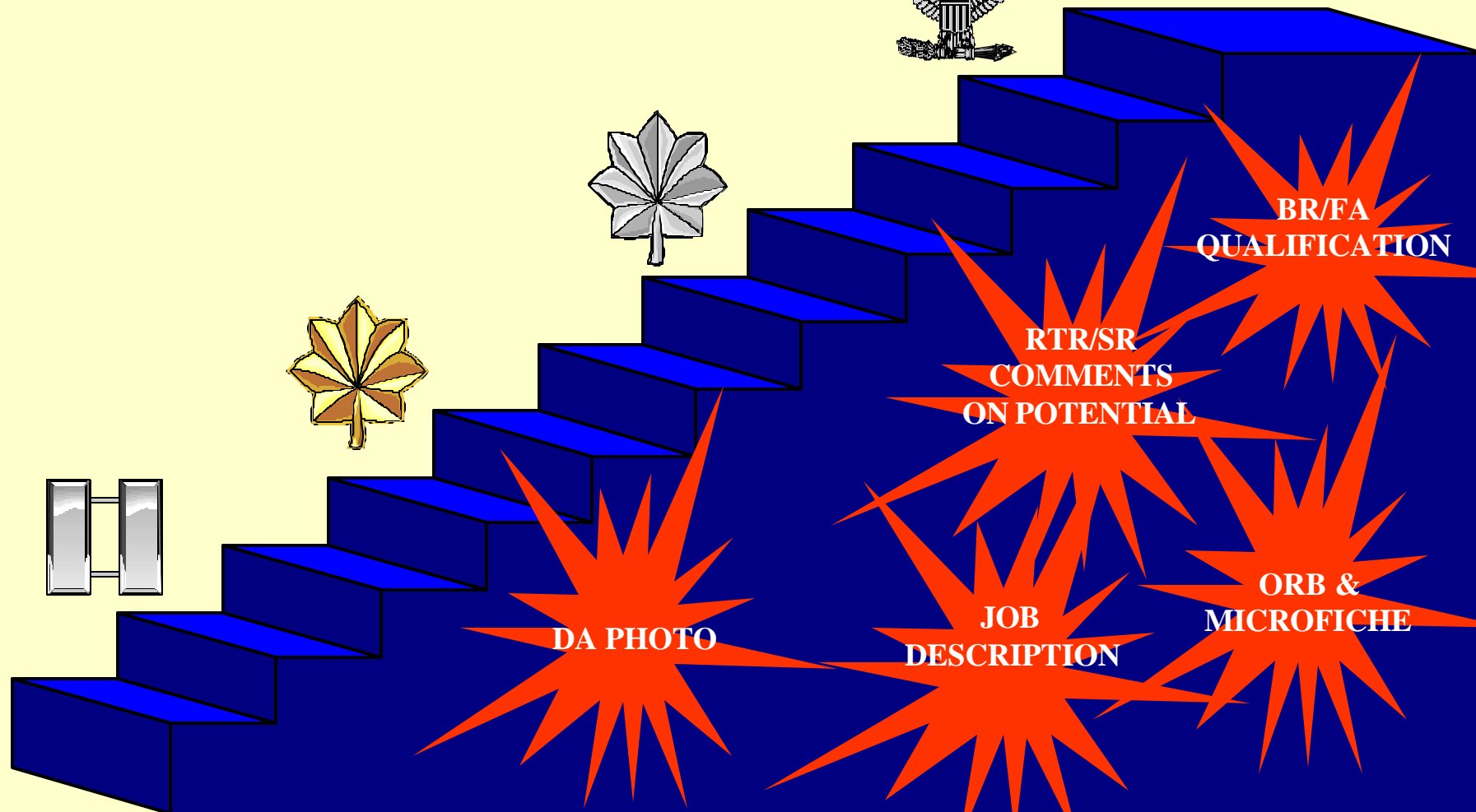
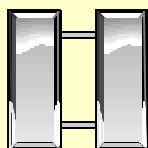
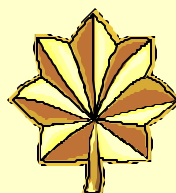
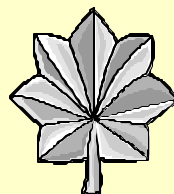


- **Battalion Command List Released - 18 April 01 (Tentative)**
- **FY01 Board Dates for Promotion to MAJ - LTC:**
 - **LTC -- 27 FEB - 30 MAR 2001**
 - **MAJ -- 17 APR - 18 MAY 2001**





HELPING YOURSELF



DA PHOTO

RTR/SR
COMMENTS
ON POTENTIAL

JOB
DESCRIPTION

ORB &
MICROFICHE

BR/FA
QUALIFICATION

JOB PERFORMANCE...THE BEDROCK

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WHAT IS IMPORTANT TO ME ?



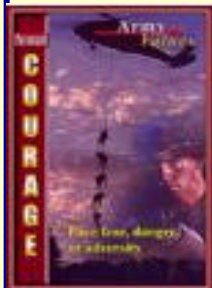
- Officer Evaluation Report (OER)

- COM OER is not a killer
- COM File is different from COM OER

- Degree Completion Program (DCP)

- No Promotion to CPT w/out a Bachelor's Degree

- Helping Yourself





Conclusion



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FY99-FY00 CPT ATTRITION Prior to Majors Board (3-11 YOS) Serving Grade

